

QUID NOVI

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QUID NOVI

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EDITORIAL

by **Andrea Gorys (Law III)**
Co-Editor-in-Chief

Brrrr it feels like the cold is actually coming! It seems almost unbelievable how the week before Thanksgiving we were recording temperatures in the mid to high 20's and now we're ranging between 10 to 15 °C during the day. Add to that the dreary weather we've been seeing with rain and wind and it really feels like fall has set in and behind it winter's knocking at the door. Our climate seems to be going slightly out of whack. However, temperatures have always been variable. For example, on October 11, 1963, the record for the warmest temperature was set at 24 °C and the lowest recorded temperature was set just the next year at 4 °C. So it is normal that temperatures will vary from year to year, however there's no denying that within the past few years the temperatures have become milder and milder. Our climate is changing. And we need to be careful. With former Vice-President Al Gore winning the Nobel Peace Prize this past week it shows just how much climate concerns have finally started to come to the forefront. The question is what to do we do now? Being aware and being active are two very distinct things. The Kyoto Protocol was simply a first step and its first commitment period will be ending in 2012, the question is what is going to happen after that? Some, like our friendly neighbours to the South, think that the Kyoto Protocol should actually end in 2012 and that a new system should be created. Others, like our friends across the pond, emphasize the need to stick with Kyoto and negotiate the next phase or the second commitment period. What's obvious is that talking is not enough. We need to not only be aware of climate change but also be ready to act! Climate change isn't going away. We need to uncover our buried heads from the sand and actually start thinking of the next steps that we should take.

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IN-FIRM INTERVIEWS: THE POMPOSITY PARADE MARCHES ON

by Ryan Kirshenblatt (GRAD LAW II)

As Jeremy Irons said to Bruce Willis in *Die Hard With A Vengeance*, "Congratulations, you're still alive." Obstacles are ahead of you before you win the day, however, but as Charlie the bomb expert said in the same movie, "no guts, no glory." So I like the *Die Hard* series just a little too much. I think it's an appropriate movie though, since your in-firm encounters will have you running into far more incarnations of Mark (Willis' wife's bearded work colleague – recall, "Hans...bubie...") than you will of Hans himself. Mind you, one day you too might get to the point where throwing a suit-wearing villain out the 43rd storey of your office building doesn't seem like such a bad idea. He won't be a thief though – he'll just be your boss. Then again, the senior partner/thief line gets blurred by the month. Just ask Phillip Slayton. But I digress. In this column we pick up the show at Act II of our tragic tale of OCI's – the In-Firm Interview. Your personality/perseverance, or apathy (if you opted for that approach) that got you this far will still be helpful. But you'll be required to pick up your game if you want to make it to the victory phonecall. The following is about as self-indulgent as journalism gets.

Understand the playing field. During the "curtain round" of interviews you were lumped in with hundreds of other students from Toronto and other parts of the country. It's like the under-\$1000 questions on *Millionaire*, designed to weed out only the dumbest of the dumb. This won't, however, weed out the idiot savants I warned you about in the last article. Now the spotlight gets a little more intense, the annoying suspenseful music ceases, and now the "pondering"

music turns on, and suddenly Regis Philbin (or Meredith Vieira, if you *still* watch the show) suddenly stops the witty banter and gets serious. You're now a contestant on *Who Wants To Be A Summer Student?* Adding to the challenge is the fact that your "Ask the Audience" lifeline is probably a bad idea to use. Take this column with you so that I needn't wait by the phone while you're being interviewed. Can you just imagine – "Hey Ryan, it's Biff McDouche from 'Who Wants To Be A Summer Student?' – we've got Timmy on the line here and he needs to ask you a question – his 30 seconds start now... - alright Ryan, the question is 'where do I see myself in five years?' – and I can see myself advising you, "tell him 'on the other side of this desk, draped in cobwebs, deeply unhappy.'" Yep, that'll go over well.

PREPARATIONS - Turn off

your call-waiting on the day you're expecting to be contacted by the firms. If you're getting phonecalls, they're going to be all in a wave of about three minutes. Treat it like a radio contest. If they want you that bad, they'd better be the first caller. *(I would love it if someone left a voicemail greeting "if you want to interview Johnny, be the ninth caller at..."). If not, they can leave a message like the rest of the civilized world. The last thing you need is to tell Osler to hang on while you field another call, and they can't bother the next student down the depth chart.

Since you'll be traveling to Toronto to partake in this joyous occasion, I recommend that in addition to booking a hotel downtown, you consider a driver. You don't need a stretch limo or one of those Navigators with the pool in the trunk, but you should hire someone with a clean car that can be yours for the day. You'll be running around to different offices, on tight timelines, and the offices could be two or three blocks away. You don't need to work up a sweat and show up disheveled for your next

interview. If you have your own driver, you can keep a spare dress shirt and tie in the car if you need to change due to spilling something on your clothes, or sweating through them. Stock the car with some cologne, snacks (so you can gorge in privacy), a brush, hair products, Pepto-Bismol (prolonged exposure to lawyers may induce vomiting), whatever. Image is really important for these things. You can change while being driven. Given the timeframe when interviews are conducted, traffic in downtown Toronto isn't terrible. If Toronto is your hometown, hire (read: ask) your parents to drive you around today. By the way, thanks Mom.

It also won't kill you to map out the downtown law firm area. The boundary streets tend to be Queen Street to the north and Front Street to the south; Yonge Street to the east and University Avenue to the west. To scale east to west or north to south in 15 minutes by foot and show up composed is a feat, so make sure that you know where each firm is, so you can use their location to gauge your timing when you

schedule your interviews.

SCHEDULING YOUR INTERVIEWS - The Law Society of Upper Canada says firms can't call you to schedule an interview before the god-awful hour of 8am. My guess is they're preparing you for the first of many 8am phonecalls you'll get as a corporate lawyer someday. Except you'll be answering them at your desk. That you've been at since 6am. Yesterday. Leave it to the lawyers to figure out that although they can't get you before 8, they can write to you ahead of time that they will be calling you.

This is very helpful. If you know who to expect, then you can set up an advance grid so that you can slot in the firms you want to meet and when you will meet them. Revel in one of the few opportunities firms will ask you what *you* want. Make them dance to your tune. It's not every day that a lowly law student can make an entire firm revolve around them for an afternoon.

Ready for the phone to ring? The voice on the other line will play dumb, asking if who

picks up the phone is the person they're calling, as if they fear you'd let your parents or seven year old brother answer instead. Once you relieve them by confirming your identity, they'll continue onto a cordial questioning of how you're doing (which they don't care) and then you'll return the favour by advising that you're fine thanks and wonder how they're doing (which you don't care). Then, you'll pretend to wonder why they're calling you and they'll pretend you're actually surprised and say "we'd like to schedule an interview with you."

BEWARE! In case you didn't know it, you're already being evaluated.

Firms have fragile egos. They gain and lose clients every year and are terrified about the gossip being published in the Legal Post section of the *National Post*. So, like a needy girlfriend, they require ongoing validation that they are in fact attractive. They'll toss you a knuckleball asking "when would you like to come in?" and your answer has a nudge effect on how they

treat you. If nothing has changed since 2003, interviews are on a Monday and Tuesday and the offers go out on Wednesday at 5pm. So, the firms feel better about themselves (and consequently about you) the closer you schedule your interview to Monday at 9am. Logically only one firm can get that coveted time slot. My advice is that it be the first firm that calls, and for that reason alone you should extend them the courtesy if they thought highly enough of you. You might be tempted to save the Monday morning slot for the firm you love/loves you the most, but don't trust their enthusiasm for you. They lead *everyone* to believe they're wanted. It's up to you. The other reason you should adopt a first-come-first-served policy is that it's much easier to organize with subsequent firms when you know when you *can't* be there. Furthermore, if they know you can't be there Monday at 9am, then that means you're in demand with at least one other firm. When you're scheduling your interviews, it's advantageous to make consecutive interviews with firms in the same building and tell the person

on the phone, "11am would be fantastic; I'll already be in the building." That way (assuming office locations haven't changed), Fraser Milner suspects you're interviewing with Davies, and vice versa, and Gowlings thinks you're interviewing at Blakes, and vice versa. If you so choose, group your top choices on the Monday so they'll know you're interested in them more than the students who didn't.

The other reason for the distinction is that a chunk of these firms will have cocktail receptions (and the elite offices take you for dinner) which take place on one of those nights. If you want to make your best impression with a particular firm, you *must* do your best to make sure you get interviewed *before* the reception. It's a guarantee that requirement will be met if your interview is in fact on a Monday. The problem comes when the firm reception is the Monday night and your interview is on a Tuesday. You'll have to think fast, because after you confirm the time of your interview, they'll ask you "and can we expect you for our cocktail reception

Monday/Tuesday night?"

Lastly, you should schedule your interviews with a minimum of a half hour between the end of the first one and the start of the next one. If you can get an hour in between, that's even better. Don't do more than three in one day. The average firm visit is two hours in total, and you need to stay sharp, plus be able to recharge in time for the receptions. Don't be afraid to tell some firms that you just "won't be in a position to interview with them" this year, and thank them for their invitation. I promise they'll forget about you before you can hang up the phone.

THE BIG DAY: INTERVIEWING AT THE OFFICE

- So you've had all weekend to rest up, review this column, review a few tidbits about your interviewers, and get some idea of what you're about to go through. There won't ever be a day in your career where you'll meet so many people in so little time. Enjoy the ride.

Your tour begins with a nice check-in at the front desk. A polite older lady (or really hot younger one) will greet you

and possibly escort you into the firm's "green room" which is a boardroom stocked with soda, snacks, and wrapped sandwiches. The room will also contain other law students, who may eye you up and down, deciding whether they have to worry about you. Added to the mix are two articling students placed strategically to tell you just how much fun the firm is to work at, and answer any questions. They really know nothing - they've only been there three months and have zero insight into the office politics and power struggles that permeate the office. Be sure to introduce yourself within a reasonable time after walking in there. Everyone's got their happy faces on today. Smiles are so forced you'd rather offer someone Botox than a Tic-Tac.

Feel free to help yourself to something to eat. The fruit is always trustworthy and you'll notice that most people seem to go for the bottled water simply because it appears trendier. Yours truly was an uncultured Philistine and seized a bottle of fruit punch. Stained tongue and teeth for the interview to fol-

low! Given your nerves, most solid food could play with your stomach and interviews just don't have the same face-to-face intimacy when you're giving answers through a swinging door in the bathroom.

In a sick way, the Green Room is actually like the Green Mile. Everyone is standing around waiting their turn, and then one of the lawyers who you're supposed to meet with enters and calls your name. Though you're going to a leather chair instead of an electric one, your mind starts racing as you anticipate what's to come. At least in the electric chair, they only ask you one question.

You'll enter an office to one of two setups. Sometimes a tag team is waiting, comprised of who came to get you, and the partner or other associate who takes notes and reviews your resume to come up with interesting questions. Other times it's just the associate. This time the seats are comfortable, and you're not on a twenty minute deadline. You may get some of the same questions about standout items

on your resume again, but at least you're prepared to answer the same question with the same answer. It's really your chance to shine. You've made it this far because of your personality. Your grades got you through the door, but now it's *you* they're curious about. I can't specify what aspect of you really will grab them, it's kind of hit or miss.

My best advice is to just be professional. A professional is someone who knows their stuff, is polite, but speaks with some sense of self-confidence. You can speak quietly if that's your way, but just sound like whatever you're saying is the most self-evident thing the world has ever heard. Only a fool would disagree with you. People do buy into this stuff. Use humour to your advantage. Essentially, you're trying to be someone that not just the interviewers would like, but also someone that their clients will as well. You of course won't meet any clients during your first three years of work, but that's another story. When in doubt, be like your interviewers.

After Phase One of your in-

firm interview is complete, they usually move you to Phase Two where you will be taken upstairs to meet a senior partner if you haven't met one already. At Miller Thomson (a result of my apathy) I met with the now departed Mike Tamblyn. Mike is still alive of course, but he's just not working there anymore. I found this out at Common Law Career Day when I went up to Elizabeth Hyde and reintroduced myself and that I had met with her at OCI's. Bet she wasn't expecting that! Of course she forgot about me – that's her job when I'm not working at her firm – but I applauded her attempt to act like she's jogging her memory. I asked her how Mike Tamblyn was doing and found out he's no longer with the firm. Can't blame him one bit.

Anyway, Mike seemed generally interested, and noted that he also did his undergrad at Western. It turns out that we lived on exactly the same floor of Saugeen-Maitland Hall, only about 25 years apart. We reminisced about campus, the bars we hung/passed out at, and just had a normal conversation. I asked him how he wound up

in the firm and he told me that he used to have a practice and they asked him to join and he could bring whoever he wanted with him. Not bad. I wrote to him at the end of the day thanking him and telling him I enjoyed our conversation and he actually wrote back to me that he did as well and hoped that they would hire me.

This is important. Common sense would dictate that a senior partner has more sway over the student coordinator when it comes to personnel. Guess again. Student Coordinators like to feel important and so no matter how much you impress the partner who actually makes money for the firm, it's not as powerful as impressing the Student Committee, who spends said money on cocktail parties and season tickets. This is your first lesson in office politics. It's like when the superior court judge defers to the decision of the lowly administrative tribunal adjudicator. One knows the law, the other bought plates at a political fundraiser. Go figure.

My interview at Fraser Milner was of the partner-associate

tag team variety. We talked a little bit about Villanova, the difference between Americans and Canadians and the partner's vision of how he likes to develop the firm's future. A lot of hockey analogies about "building through the draft." He was actually a pretty nice guy, and we got along well. The associate was Eric Hoffstein. He was pleasant, but the partner had much more personality. Eric was the straight man to Victor's comedic sense. I ran into Eric again at Common Law Career Day and did exactly the same thing with him as I did with Ms. Hyde. Same response. Shocker.

My interview at Aird & Berlis went similarly to the other two. First I met with Louis Amato-Gauci, who at the time had just made partner, and he was telling me about A & B's practice of offering partnership after only three years. Sounds enticing, right? Wrong. The only reason they did it was because they knew 30 year olds could attract much more business if their card said "Partner" on it rather than "Associate." Are you ready to work like a Partner at 30 years old? I

doubt it. He knew as much about partnership as a third year associate. I don't know if A & B does that anymore. After I finished with Louis, I had a tag team interview consisting of two really outgoing guys named Tom Halinski and, get this, Dennis Miller. I'm serious. Tom actually grew up in New Jersey for a little while, and I thought that my connection to Pennsylvania would go over well. Dennis and I had a good time also. I left the interview feeling quite comfortable and A & B had made it to the top of my list. I felt competitive because they asked me which numbers they can reach me at and suggested that things were looking good.

Goodmans, on the other hand, was a complete and total disaster. This interview was of the rare breed which I call the "do you a favour" interview. Firms have their list of prime candidates – the kids they want there. They also have the substitute list of the kids they want there too – if people from the first list suddenly vanish in the middle of the night, never to be seen again. If the firm is on top of things, you'll never

know which list you're on. Goodmans got lazy. I was tipped off pretty early – like around 8am on the first call day. Every other firm asked *moi* when I'd like to come and meet them. Goodmans asked me whether "Tuesday at 2" was alright. Gee, thanks for hurrying me in there, guys. And to add insult to injury, the cocktail party was *Monday* night.

Anyway, I had the pleasure of meeting with junior associate David Goldstein (surprise, surprise). David brought me into his office, and sensing that the name Kirshenblatt connoted membership in the Jewish community, proceeded to ask me *which overnight summer camp I had attended as a kid*. Great icebreaker, huh? Clueing in as to which list I was more likely on, I zinged that, "I'm really impressed." "Why?" he said, with an inquisitive tone like he didn't know where I was going with that comment. "Because of all the things on my resume, including my two summer clerkships with US Federal Judges, one at the appellate level, not one of the items on my resume mentions anything about summer camp.

Given the attempted professionalism of this interview, I figured that if you were going to ask about my summer experience, it would've been concerned more with the legal variety than with the camp variety." Remember – no guts, no glory.

David could only reply with, "well, they only threw your resume on my desk three days ago. I haven't had a chance to look it over."

Talk about the VIP treatment. Not only did I decide which list I was on, but also that I was somewhere near the bottom of it.

My hot streak continued when I was carried over to a partner, whose name I'm not sure of and so I won't venture to guess. All I remember is that she took a solid half hour to explain to me that the firm understands about having a life outside the office, and they give her some time off every year to train for Olympic sailing. I thought it in my best interests to listen to her tales of the high seas rather than risk walking the plank. The "time's up" siren from OCI's would've been *really* helpful.

That pretty much did it. Goodmans had done such a bang-up job of wasting my time that the least I could do was return the favour. So, given this partner's mastery of my resume, the best she could come up with was, "so, it says here on your resume you enjoy...reading?"

You can be damn sure that I did on this day. I pontificated about a book I read, *The Paradox of God and the Science of Omniscience*. You could see her eyes glaze over much like mine did about her sailing stories. I ran my #\$\$%&-ing mind for a half hour, going chapter by chapter. I suspected she was reaching for a gun in her drawer, but I didn't break my stride for even a second to permit diverting her attention. And then it was done. We shook hands, neither of us cared, and I could finally get the hell out of there.

THE COCKTAIL PARTIES: HOW TO SWIM WITH SHARKS - You really didn't think I was done yet, did you? The cocktail parties are just as important as the actual interviews because they give the firms a snapshot of

you "after-hours." Just because there's alcohol flowing doesn't mean you can just let loose. Do that on the weekend with your friends at Biftek LLP, not with your "collegial" colleagues. You want to be more like the guy who doesn't stand too long in any one place at a wedding, and less like drunk Uncle Jimmy who's slumped in his chair telling stories in which he's either the goat or the hero but you're never sure which one. You know the bride and groom will be busy and have little time to spare, so just say hello to them for a little while, and focus on the extended family and the bridesmaids. The lawyers all gather around after the party to talk about you anyway. In a twisted way, it's a white-collar Fraternity Rush Week. Walk around, get some names, and make some good impressions that will be corroborated by the others who also met you. Perception is reality.

Up until now you were used to situations where there were at least as many lawyers in the interview room as you. That changes. Supply and demand is a bitch. There are about 100

other students in the room at any given moment, all vying for the attention of "the right people," and you're not sure yet who belongs to that group. The lawyers number a third of that hundred, so you may have to get gutsy and – politely – butt into someone else's conversation.

When you first walk in, you'll get a nametag. As you enter the room, take a quick look around and get a feel for who is where. See who's stuck in a four-way conversation and who's looking lonely. Odd numbered groups are good, there's always someone left out who you can talk to. Do this as you're walking to the bar. This is why interviewing before the cocktail party makes a big difference. If you already had your interview, it's a safe bet you already know about five other lawyers in the room – your two interviewers, the partner you met with, and the two associates you met at OCI's. That means you've got five free passes to use in order to get to the big fish in the pond. The associates are there to meet and shake hands and then, based on the conversation, transfer you to the appropriate

lawyer up the hierarchy.

Upon your entry into the party, hopefully you were 'marked' like in the Casino movies where they try to track the card-counters. This was decided before the party started, at the firm's pre-game strategy meeting. If you're marked, that's good. It means you're a priority. If you're marked, you'll also know sooner than later because you may get sought out by the people you met earlier, and they'll talk to you for a short while and take you around to meet the big *machers*. This means you're pulling ahead of the competition.

You'll also be able to tell when you're not that welcome. This happened to me at – where else – Goodmans. Since the cocktail party was Monday night, I knew almost nobody. One partner greeted me and walked with me for about ten feet, put me in a corner, and then said "I'm going to mingle now," and left me standing there. The most important lesson I learned that night was the sooner you find out which firm doesn't really care about you, get drunk on their tab. How drunk should you get?

I'm talking *Daviault* drunk. Show them you learned something in law school.

It was a *much* different story at Fraser Milner, on a Tuesday night, *after* I had my interview on Monday. I didn't even have to hang my coat up – an articling student did it for me. I was escorted into the room, introduced to other articling students and as soon as a lawyer passed by, I was introduced to them as well. Nobody left me alone and I was constantly able to talk to another lawyer. You really feel like you're being looked after, like a guardian angel is on your shoulder the whole night. At one point I got to chat with the Chairman, and we laughed about the sorry state of U of T varsity football. Apparently the team stunk when he was a student there too.

Ensure that you have a drink in your hand. We know alcohol leads to disaster sometimes, but you'll have to control yourself despite that it's free. What I suggest is that since you have to give the appearance of being "one of us" by having a drink in your hand, down a glass of

water quickly at the bar once in a while, just to keep you level. Or go with the reliable "Coke in a glass" because it looks just like the same glass of Coke with rye in it, and you don't have to look like you're "nursing your beer."

Learn to move fast. As the party gets going, more and more people will be moving around, bumping into you, inconsiderately saying "excuse me" to the wrong person, and generally interfering with your conversation. Some students are low enough to actually just bump in front of you, and stick their hand in to introduce themselves to whoever you're speaking with. I remember at the Goodmans party I actually met with David Goldstien who I was supposed to interview with the next day. About five minutes later, this douchebag sticks his hand in front of him and exclaims, "Oh my God, my name is David Goldstein too!" followed by a mutual hearty chuckle. To avoid this kind of annoyance, talk for a little bit, and if someone bumps into your conversation and looks like they won't go away, finish your drink and just politely bow out and

get another one, but not before you demonstrate that you can make a third participant feel welcome by saying "Well Steve, [partner] and I were just discussing [topic]." Three-way conversations are lethal. If you're marked, they'll probably come find you later if they still want to talk to you, and you won't make it to the bar anyway without someone making sure you're being entertained. Never leave a two-person conversation unless someone else tags in or takes you away. Anything less is rude. Sell yourself to the firm, but don't be a douchebag.

Conflict management is also very important. By this I mean the almost certain chance that you'll have two receptions to attend on the same night. Do you start off strong or save the best for last? You can't bail on either if you've confirmed your attendance. At the end of the night, every firm collects the nametags still on the table to track who didn't show up, or who came around what hour if they check periodically. It's alright for them to know that you had somewhere else to attend – they'll know you're

in demand. Find out from your friends if they'll be in attendance, and if they'll be at Firm A and you're already double booked with B and C, have your friend scoop your nametag at some point in the evening, just so they can't mark down officially that you didn't attend.

I also suggest you do your preferred firm first – your enthusiasm and adrenaline will be higher and consequently so will your ability to charm, and they'll know that even if you had someplace else to go, you made them a priority to get there first. Don't tell them ahead of time that you have to leave later as a sort of half-hearted apology. You're not sorry for anything. They already have jobs, you don't.

The other reason for going to your preferred firm first is *because* you will have to leave early. Doing so gets you a free glimpse at how high they are on you. When I had to leave the Fraser Milner party early to head over to Miller Thomson, I went over to one of the articling students to say I had to leave and to sincerely thank them for their great party

and for taking me around to meet everyone. I think I said "thanks for making me feel very welcome here, I appreciated it." I wanted to thank Eric as well but I couldn't see him. She tracked him down like a rabid dog to tell him I was on my way, and he *invited me to come back again Wednesday morning*. By now I was pretty sure the firm liked me. This is one secret about OCI's. There exists a potential third interview, which takes place only hours before the offers go out, where the firm wants one last good look at you, or they just want to convince you more that you belong there. It was no fluke either, because Miller Thomson left me a voicemail with a similar invitation when I got home. Either way, should this happen to you, you are elevated to the status of Finalist. Be proud. The only drawback is you now have to wear that damn suit for a third day in a row.

FOLLOWING UP: KISSING THE OTHER BUTTCHEEK - You may consider sending a follow-up email to the people you met at the office in order to thank them, and let them know

that you're interested (or at least keep your irons in the fire). I always wondered whether these three-line emails made any difference; whether the reader thought that I was hip to protocol and polite, or I was just a major keener. The truth is that is really depends on whether they liked you or not. If they did, you're a well-mannered professional. If they didn't, you try too hard. But then I became an articling student and students that I had met with during OCI's sent me the same emails, and once on the other side of the desk I couldn't fault them for trying to do the right thing. Pascal's Wager seems a transferable theory.

Do NOT tell any firm that they're your "number one." While firms do like to make offers to kids more likely to accept them, don't put yourself in a trap. I heard an urban legend a few years back how this one guy told about eight firms that they were his "number one," they all checked with each other, found out he'd been eight-timing them and he wound up with...well...a whole pile of "number two."

BEING LED ON: THE FIRM IS "JUST NOT THAT INTO YOU" - This is really the heartbreaking part. To this day I don't know whether I'm more resentful of Goodmans because of their terrible job pulling the apparently transparent wool over my eyes, or Fraser Milner and Miller Thomson, because I finally started to believe that they really did like me, were seriously considering hiring me only to wait by the phone on call day and hear from neither them nor Aird & Berlis. I felt like I was stood up by the girl I had waited all week to go out with. I had run the gauntlet and said the right things to the right people at the right time and it wasn't enough.

I didn't give up though. No way were they just dropping me without a decent explanation. I thought of the possibility that I was a backup, and they couldn't call me until the 24 hours had expired on the first round of offers. That's how I rationalized it anyway. So I called Eric Hoffstein and Elizabeth Hyde *directly* and asked them what's going on, telling them that basically they had given me every in-

dication that I was among their prime candidates and suddenly I was a pariah.

The best they could come up with was: "We're sorry, but we won't be in a position to make you an offer this year."

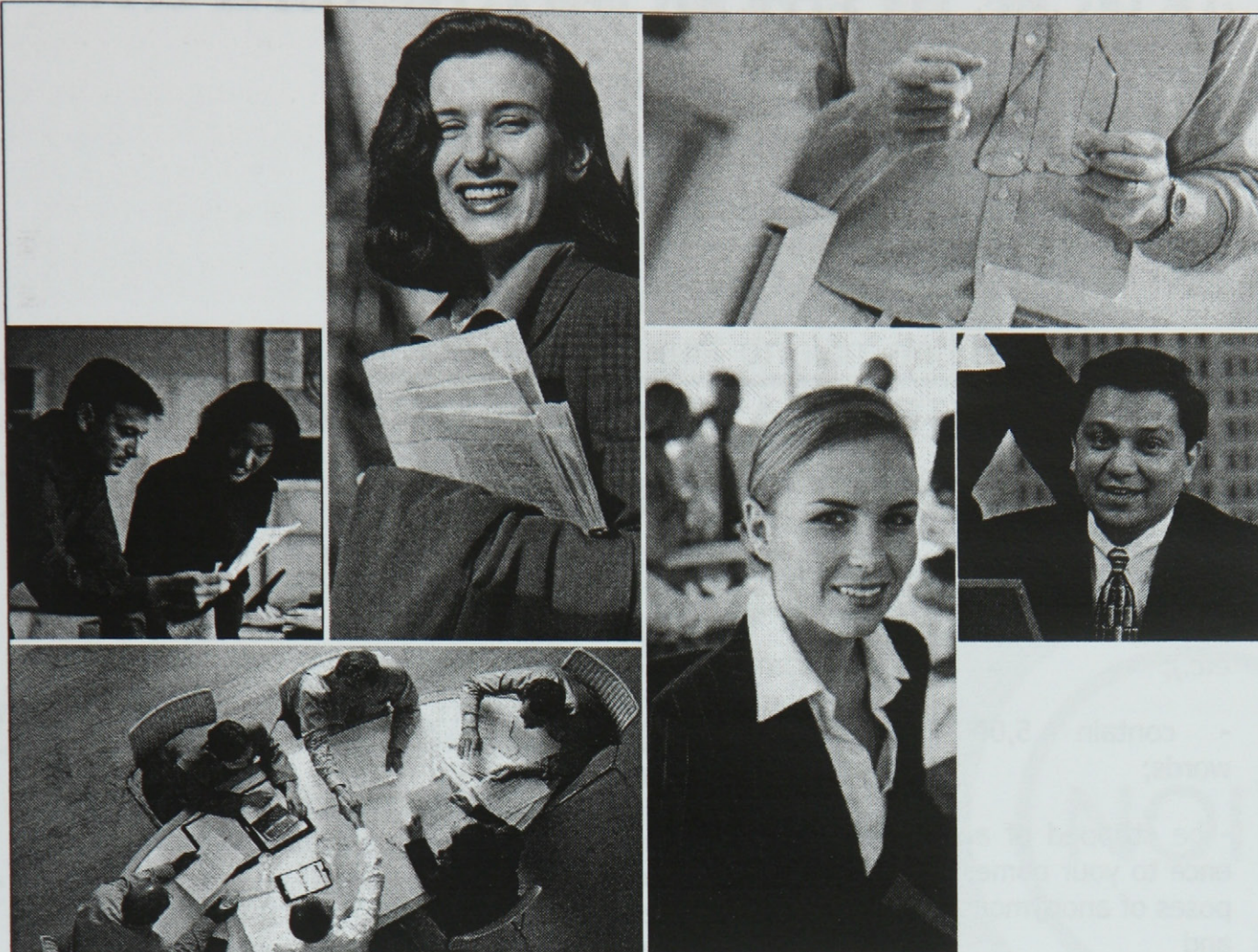
What the hell is this? They won't be in a position? They're handling this phonecall from a chair in their office - that's about the best position one can be in to make someone an offer. They close billion-dollar deals from a chair - they could make me an offer without even having to stand up.

"You're more than welcome to submit an application for an articling position next year, though," was my consolation prize. Sorry fellas, not good enough. If I'm not your kind of guy this year, then I don't care to try and be it next year. And just like that, the process had officially ended. Inside I knew it was nothing personal. It was just business. I promised I would never work at a firm that could just so easily separate the two.

PEP-TALK II - Well, by the time you've finished this dis-

sertation, it's almost time to start scheduling those interviews and ironing that suit. Put on a brave face to the interviewers, but not a mask. The best way to determine whether you'll fit long term with an office is to show them a little bit about the kind person they're getting. Sooner or later, everybody gets hired somewhere, so don't worry so much. Understand that there are good and bad experiences with OCI's, and chances are you might have a little bit of both. But know that you're not the only one, and as de-personalizing an experience as this can be, remember that it's only the beginning of your career, and never ever the determination of where it can go. It seems like empty words now, but in time you'll come to realize that the true value of being a young professional is that you can work for whoever you so desire.

Or you can work for yourself, and throw all the cocktail parties you want■



Heenan Blaikie

The best workplace
is where you'll find the best people.
As a team, everyone contributes
to our success. Come join us
and make our team even stronger.

Heenan Blaikie

SUBMIT AN ARTICLE TO THE MCGILL HEALTH LAW PUBLICATION



CONTRIBUEZ À LA PUBLICATION EN DROIT DE LA SANTÉ DE MCGILL

Have you taken a health law-related class? Do you have a stellar paper sitting on your hard drive just waiting to be discovered and acclaimed by the awe-struck world? This message is for you!

The McGill Health Law Publication (MHLP) is a student-run, interdisciplinary online publication. We provide a bilingual, peer-reviewed forum for scholars to assess health, policy, and ethics critically, in a manner that complements the Faculty's bijuridical philosophy.

Our first issue drew some of the biggest names in health law, from Canada and abroad (check it out: <http://mhlp.mcgill.ca/>).

Now it's your turn to shine by submitting a paper to the MHLP by **31 October 2007**, to be considered for publication in our second issue.

Submissions should:

- be a piece of your own original, scholarly research;
- be related to health law,

understood broadly (i.e., medical liability, bioethics, privacy, disability, policy, etc.);

- contain 5,000-15,000 words;

- be stripped of any reference to your name, for purposes of anonymous review; and

- be emailed to mhlp.pdsm@gmail.com by **31 October 2007**.

Submissions will:

- be reviewed internally; and, if selected,
- be peer-reviewed by two health law scholars in the field.

Don't miss this great opportunity – and don't forget the due date of **31 October 2007**.

Email questions to Marie-Claire Albanese, Executive Managing Editor, at mhlp.pdsm@gmail.com.

Avez-vous déjà pris un cours relié au droit de la santé? Y-a-t-il une composition extraordinaire, une thèse brillante qui flétrit dans un dossier oublié sur votre disque dur? Ce message est pour vous!

La Publication en droit de la santé de McGill (PDSM) est une revue interdisciplinaire en-ligne soumise à un processus de révision par des pairs. Notre initiative étudiante offre aux experts et aux chercheurs un forum bilingue leur permettant de débattre de questions cruciales ayant trait à la santé, à la politique publique et à l'éthique en général, dans un cadre trans systémique propre à notre Faculté.

Notre premier numéro a attiré des experts de renom dans le domaine du droit de la santé canadien. (Voyez par vous-mêmes : <http://mhlp.mcgill.ca/>)

C'est maintenant à votre tour de vous démarquer et vous faire remarquer. Envoyez votre article à mhlp.pdsm@gmail.com avant le **31 octobre 2007** et courez la chance de le voir paraître dans notre deuxième numéro

Les articles soumis doivent :

- être issus de votre propre recherche;

- avoir trait au droit de la santé au sens large (par exemple, la responsabilité civile, la bioéthique, l'incapacité de travail, la politique de la santé, etc.);

- avoir entre 5000 et 15000 mots;

- ne contenir aucune mention de votre identité, pour faciliter la révision anonyme; et

- être envoyés par courriel à mhlp.pdsm@gmail.com avant le **31 octobre 2007**.

Les articles seront :

- soumis à une révision interne; et, si sélectionnés, seront

- soumis à une révision par deux experts dans le domaine.

Ne manquez pas cette opportunité excitante, et n'oubliez pas que la date d'échéance est le **31 octobre 2007**.

Envoyez toute question à Marie-Claire Albanese, Rédactrice-en-chef adjointe – Administration, à mhlp.pdsm@gmail.com.

LAWMERICK VI

by Francie Gow (LAW IV)

I spent the week winkin' and flirtin'
With law firms behind the white curtain
When call day came along
All them firms done me wrong
And now I'm just drinkin' and hurtin'

Dear students, faculty, staff and friends,

Disability and the Law

cordially invites you on a

“BLIND DATE”



Where:

*O.NOIR Restaurant,
1631 Ste-Catherine West*

When:

Tuesday, October 23rd, 2007 at 9:00 p.m.

Cost:

\$26/2 course meal; \$30/3 course meal

The purpose of this event is to raise awareness of the obstacles that individuals with visual impairments face in accomplishing everyday tasks – such as eating dinner.

We can all benefit from a little insight into the lives and experiences of others and why not do so while enjoying a unique culinary experience? So, please join your students and colleagues for an evening of food, drink and discovery. The restaurant's entire wait staff is blind and will guide you through this experience.

RSVP: mcgill-disability-law-club@googlegroups.com by Friday, Oct. 19th.

For more information about O.Noir's menu, please visit: www.o.noir.com

Permission to use the O.Noir logo was granted by the restaurant.

Perception du citoyen et fierté de l'étudiant

par Noémie Bégin (LAW II)

Petit sondage auprès des étudiants de la faculté : partagez-vous un sentiment de fierté associé au fait d'étudier le droit? Ou en termes plus simples – êtes-vous fiers d'étudier en droit? A priori je serais tentée de dire que la majorité (enfin je l'espère) d'entre nous sommes ici parce que nous avons une perception de la justice et croyons pouvoir contribuer à son développement. D'accord, je suis un peu désillusionnée aujourd'hui en regardant la difficulté de la tâche à certains moments, mais tout de même je considère que je suis ici pour accomplir quelque chose. Pas vous? Mais avez-vous déjà été confronté à l'opinion publique? Dans le cadre de mon emploi – qui est sans lien avec le droit, à deux reprises j'ai eu à faire face à des critiques concernant le droit et les avocats. Cependant, je me suis rapidement aperçue que cette argumentation était basée sur une mauvaise compréhension de la loi et du rôle de l'avocat en général. Ce qui m'a frappé le plus c'est de voir à quel point les gens ne voient dans la loi que la portion criminelle, alors que dans la réalité le problème qu'il observe est lié à un ensemble de domaines juridiques. Vous voulez des

exemples : En intro, je me suis d'abord fait servir un charmant « les avocats ce sont des cros... » vous pouvez compléter, après quoi notre profession s'est fait reprocher son incompetence à aider les familles détruites parce qu'un de leur membre est au pris avec un problème de jeu. Malgré le fait que je considère mes connaissances en droit encore limitées (il y a tellement de choses encore à apprendre), je ne crois pas me tromper en parlant ici de l'implication de Loto-Québec, organisation gouvernementale qui voit à la gestion du commerce du jeu. Mise à part le fait que la Législature est souvent composée de gens ayant œuvré dans le domaine juridique, je ne vois pas le lien entre l'avocat et les problèmes des loteries vidéo, parce que c'est ce qui était problématique ici !?! Un autre exemple, quelqu'un m'a déclaré que notre Constitution était simplement inconstitutionnelle parce que la province de Québec ne l'a pas signée en 1981. De mémoire, il me semble que la Cour suprême du Canada a remédié à ce dilemme légal par le principe de la primauté du droit. En plus de quoi la Charte canadienne et la Charte québécoise ne sont pas incluses dans le Code civil du Québec (j'emploie

incluses dans le sens d'incluses légalement, donc avoir le statut de législation comme le Code). Dois-je rappeler que la Constitution et les documents quasi-constitutionnels comme les Codes provinciaux des droits de la personne (Human Rights Code) n'ont pas le même statut que les lois, ils en ont un qui est supérieur. Mais encore saviez-vous que notre système juridique laisse filer des tueurs sur la base d'un argument sur l'article 7 de me rétorquer mon interlocuteur. On parle ici du méga-procès des motards. Juste une petite note ici, mon interlocuteur n'a pas jugé bon de me spécifier de quelle loi on parlait ici.

Toute cette longue complainte pour en venir à cette conclusion : la profession d'avocat et le système juridique en général (il s'agit, je l'espère de cas isolés, mais en supposant que ce ne soit pas le cas) font l'objet d'une mauvaise perception, auprès de la population en plus d'une très mauvaise compréhension des enjeux qui l'anime quotidiennement.

Recommandations (on se croirait dans un commission) :

1. Avis à la population : venez assister à UN cours de droit un fois dans

votre vie pour apprécier la réalité que nos collègues, dont je ferai partie un jour à part entière, ont à surmonter chaque jour.

2. Arrêter de prendre pour vrai tout ce que les médias vous régurgitent. Je ne dis pas d'arrêter d'écouter les nouvelles, mais plutôt de le faire avec toujours en tête qu'un journaliste rapporte la nouvelle, la vulgarise et n'est pas EXPERT dans tous les domaines qu'il couvre. (Je doute que ces derniers soient bachelier en sciences politiques, économie, droit, travail social et gestion tout ça dans la même personne. Si c'est le cas, dites le moi tout de suite que j'arrête d'étudier et que je m'instruise en regardant le canal nouvelles 24 heures par jour.)

3. Finalement, le droit criminel ce n'est pas le seul champ d'expertise du droit!

Malgré tout cela, je suis toujours fière de dire que j'étudie en droit. Ma conviction n'a été ébranlée qu'une fraction de seconde. Cela porte tout de même à réflexion quant à l'image que projette l'avocat avec un grand A dans la communauté■

Keeping Up with the Joneses

by Mathieu Kissin (LAW I)

Shocker: Marion Jones admitted to using steroids. Is anybody really surprised? Does anyone even care? Track and field is only relevant every four years during the Summer Olympics. The only other time it makes headlines is when doping scandals are uncovered, an occurrence which has recently become all too common. Jones is part of a larger problem in track and field, in particular American track and field. While she is ultimately at fault, Jones is only the latest high-profile American Olympian to have admitted to doping. The United States Olympic Committee is not intentionally fielding the track and field version of the 1970 East German Olympic swim team, but at what point should they be held responsible and penalized for clearly being asleep at the wheel? Mr. Magoo could have figured

this one out. American track and field athletes found guilty of doping in the past 5 years include Jones' former husband C.J. White, her former boyfriend Tim Montgomery, two of her teammates on the 2000 Olympic Gold Medal 400-meter relay team, Chryste Gaines and Torri Edwards as well as 2004 100 M Gold Medallist in Athens Justin Gatlin. Four of the aforementioned dopers, including Jones, were coached by Trevor Graham. Graham was only recently banned by the USOC after pressure for the International Association of Athletics Federations (IAAF). Pinning all responsibility on individuals in sport encourages complacency on the part of the teams they represent. The problems extend beyond track and field. Sporting organizations are often reactionary and slow

to adapt to new realities. Cycling is a prime example. Doping has plagued the sport for years, with teams allegedly condoning and facilitating the practice. In 2006, Floyd Landis was stripped of his Tour de France title after he tested positive for performance enhancing drugs. Ever since, he has waged a losing uphill legal battle in which even steroids wouldn't alter the outcome. One positive consequence of this saga has been the drastic measures adopted by cycling teams who have started to take it upon themselves to discipline their own riders by pulling out of notable races. Maybe a tad late, but my guess is that people that like cycling enough to watch it on TV will be willing to forgive past transgressions. Widespread doping and ineffective responses however are not restricted to fringe

sports. Major League Baseball chose to turn a blind eye to the problem of steroids during the 1990s, preferring instead to reap the financial windfall and fan interest generated by the spectacle of players with inflated home run numbers. Baseball players who were using steroids were dishonest but were not actually cheating since MLB had no existing steroid policy. Only recently after pressure from Congress (apparently more concerned with integrity in baseball than integrity in office), has the league instituted any semblance of a coherent policy. The excuse that dopers are always one step ahead of the tests designed to detect them has for too long been a convenient excuse for sporting organizations to escape responsibility. The current individual disciplinary system is clearly deficient. Perhaps it is time to consider implementing a system of collective responsibility which penalizes teams thereby increasing their stake in the process and encouraging increased in-house vigilance ■

Low-Grade Grading

by Hilary Johnson, LSA President and Léonid Sirota, LSA VP-Academic

Education isn't supposed to be about grades. But let's be frank. A law student's education is more about grades than we would like it to be. Our career prospects depend quite heavily on these often-assumed-to-be-meaningless numbers. No matter how often we are told that we should not be worrying too much about grades and that there are other ways to promote ourselves professionally, the harsh truth is that grades really do matter to our prospective employers, and therefore to us. Unfortunately, there seem to be problems with grading at the faculty, resulting in astonishingly low averages in some classes – and as astonishingly high ones in some others. As executive members of the Law Students' Association, we are aware that there is a problem with grading and eager to look for solutions to it. To address the issue, we have brought our concern to the attention of the faculty's administration. Its response has been disappointing and discouraging. Everyone who has been at the faculty for a year or two knows about classes that have received unexplainably low averages. And everyone knows that in some professors' classes grades are abnormally high, year in and year out. Although the faculty denies curving grades, averages

for at least 9 classes out of 10 tend to fall within or very close to a fairly narrow range, from B to B+. Our complaint is not with where this range lies, or with classes for which the average falls slightly outside this range; nor are we arguing that certain professors intentionally assign lower grades, or for that matter, higher ones. Our complaint is that there is a problem with classes where the average is less than B-, or approaching A- – and that the administration does not seem willing to respond to our concerns in a constructive way. When this matter was raised with Deans Saumier and Bélanger, their response was that there is no systemic problem, and any low averages result from the students' poor performance. They also argued that the averages we complain about are actually not that low; that the fact that some high grades were received in those classes demonstrated that the grading process worked well and (although had all the grades in a class been B-'s and C+'s, there would indeed be cause for concern); and that the standard complaint procedure was sufficient to deal with the rare cases where the evaluation was indeed unfair. They also pointed out that students only complain about low grades, but never about high ones, and that this suggests that if

students truly took issue with the grading system and deemed there to be a systemic problem, they would have brought these cases forward to the administration as well. Unfortunately, we do not find that this is a very helpful response. The fact that problems with grading are recurrent, that the same concerns are raised year after year and that very little, if anything, is done to deal with them points to a systemic problem. Averages lower than B- (2.7) are indeed very low, considering that the same students' averages in other classes are a full 0.3 GPA points higher. An average lower than B- in a class where a number of students receive A's or A-'s necessarily means that a number of students have received C's and D's. Such low grades inevitably have an impact on one's GPA come recruitment time, not only after the first year, but even after two years. As for the fact that some students do very well in classes where the average is unusually low it does not prove that the grading of the entire class was reasonable. It simply means that some students benefited from an evaluation based on criteria radically different from those applied by most professors and to which students are accustomed, even as most of their classmates have been prejudiced as a re-

sult. The standard grade review procedure is not sufficient. Because it involves comparison with other students in the same class, who have been evaluated in the same way as the complainant, it cannot possibly be the solution where the an unreasonable evaluation of every student in the class is the real issue. In addition, in a case where a number of students are complaining about grading in the same class, it seems to be a waste of everyone's time to require each of them to undertake individual reviews. The same arguments apply to grades that are too high. However, to expect students to formally complain about high grades is about as realistic as expecting an employee to complain of being overpaid. The problem lies with faculty administrators' constant refusal to acknowledge, let alone address the matter. And the administration's position does not merely have a negative impact on students' GPAs and hiring prospects. It sours the atmosphere at the faculty, contributes to student stress and, most importantly, deprives students of the optimal educational experience by giving them false incentives to enrol in or avoid classes solely on the basis of grading. By not addressing the matter, the administration allows reputations of easy or harsh graders to take root and perpetuates student obsession with their GPAs, which come to matter more than learning, hurting faculty members as much as students in the process■

Response to Joshua Krane's Open Letter

by Hilary Johnson, LSA President (Law III)

Dear Joshua,

Like you and many other upper year students at the Faculty, I was displeased that the presentation by the Chief Justices of Canada and the United States was exclusive to first year students of the Faculty. After receiving several complaints, I raised the issue with Dean Kasirer in our weekly meeting. I believe that Administration effectively alienated many upper year students and I agree that access should be provided to a broader group of students for events of a similar nature. I expect that this kind of exclusion will not occur in the future.

However, in your letter, you take issue with the closing of the Atrium and argue that the Legal Education Roundtable would have been better suited taking place in Room 202. I disagree with you on this point, and perhaps some clarifications on the matter will alleviate your frustration.

The Roundtable was originally set to be held in the Faculty's Common Room in order to minimize disruptions. Regrettably, as the Common Room is not equipped with handicapped access and a member of the panel was handicapped, the Administration thought to relocate the event to the Atrium, in order to accommodate this member. The Law Stu-

dents' Association was consulted by the Administration on the matter, and I deemed that although it would disrupt the student body, that we could forgo our student space for a day and a half to facilitate the Roundtable's organizers and members. It is true that Room 202 could have been a viable option, but given the number of members and the length of time the Roundtable was held, the Atrium was a more sensible location for the event.

When communicating this to the student body via a notice sent out by the LSA's VP-Administration, I did not include the details leading up to the relocation, as to not single out one member of the group (even though

you likely did not encounter any members throughout the day, I still considered it unnecessary).

Of course, this information was not communicated to you as remarked in your open letter. As much as constructive criticism like yours enriches the Faculty and brings important dialogue to the attention of students, faculty and administration alike, I encourage you, in the future, to contact the members of the LSA executive in order to gather all the facts, if they are not already presented to you. I regret that students were not offered a more comprehensive explanation prior to the event; nevertheless, I am certain that you will appreciate and endorse cooperation of this kind between students and Administration in the future. ■



Human Rights Working Group Corner



The *Global Conference on the Prevention of Genocide* was held this past weekend in Montreal, bringing together survivors, witnesses, legislators, diplomats, activists and others whose lives have been forever changed by humanity's most horrific invention. Joyce Tam, Lainie Basman and Dustin Milligan volunteered for the event and participated in a number of the sessions. The following are reflections of some of their thoughts.

Please visit
<http://efchr.mcgill.ca> to learn more about the conference.

Reflections of Joyce Tam
HRWG
www.hrwg.mcgill.ca

On Friday, I attended a session entitled *Economics and Genocide: Reconciling Profit and Prevention*. The conversation I remember most, however, is not one about supply-and-demand or market forces but rather one about purpose. During the Q&A, Professor Wenqi Zhu, from Renmin University in China, was asked, "what are you doing here on a conference on the prevention of genocide?"

Putting it into context, the question was posed by a man married to a Falun Gong practitioner who had been tortured. Professor Zhu had repeatedly said

that he was not there as a representative of the Chinese government. Moreover, he had been skillfully managing to avoid responding to the pointed questions posed to him about China's policies and actions by relying instead on analogies to iterate and re-iterate his views on cultural relativity, the nature of information, and the value of discourse.

I would like to add a bit more context. On one side, you have some familiar facts: China has been reluctant to exert its tremendous economic clout to influence governments committing genocide and other atrocities, it has invaded and occupied Tibet, and it has arguably been perpetuating a female genocide within its own boundaries in the form of selective births. These situations need little introduction, which is not to say that they do not require a lot of attention.

On the other side, Professor Zhu's situation may be less familiar. You have a Chinese professor of international law, educated at the University of Paris, who is the director of the Renmin University's International Humanitarian Law Centre. You have an educator who wrote the first chapter on International Humanitarian Law to appear in any Chinese college textbook on international law and a scholar who sits as an editor

on the International Review of the Red Cross. You have a man who had told conference organizers he was scared to be there but who chose to attend and participate anyway. You have a panelist who knew, in his own words, that he was going to be a "punching bag". Perhaps this was an invitation to punch, or perhaps an invitation to read between the lines.

In China, the penalties for criticizing the government – even through academic channels – can be severe and take various forms. The government can stop a scholar's deserved promotion, which has significant impact since salary, housing, and medical care are linked to seniority. In addition, if an academic is laid off for political reasons, other universities and research institutes in the country are unlikely to hire that 'marked' individual. Finally, the state puts the most outspoken and critical under surveillance by the security police.

Then there is the context of a conference on the prevention of genocide. An academic from China was invited to talk about the relationship between economics and genocide. What did we want him to say? What could he have said? Analogy is a powerful tool – one employed politely throughout the conference by many of

the participants, including Professor Zhu, to solicit participation rather than confrontation. Yet, no one asked him to comment indirectly on what he could not, for the reasons noted above, comment on directly. Instead, he was asked to directly address the policies of a government he was not there to represent. There is no doubt that these questions should be asked. But, what did we expect this particular individual to do? Another attendee commented that if Professor Zhu did not share the views of the government of China, he should teach at another university. Do then we expect him to leave China, leave his home, and leave someone who toes the party-line in his place? If that is what we expect of him, what do we expect of ourselves? In the end, I think this question should be asked of everyone: "what are you doing at a conference on the prevention of genocide?"

Reflections of Lainie Basman on Esther Mujawayo
HRWG
www.hrwg.mcgill.ca

If anyone at the conference on the Prevention of Genocide bridged the gap between talk and action, between "victim" and "saviour," between cynic and optimist, it was the inspiring survivor and activist, Esther Mujawayo. Ms. Mujawayo lived through the genocide of the Tutsis in Rwanda, escaping with her three daughters after hundreds of family members, including her parents and husband, were slaughtered. She now lives in Düsseldorf, Germany working as a trauma therapist for refugees. She has

also founded an organization for the widows of Rwanda, AVEGA.

Ms. Mujawayo began her talk at the opening ceremony by describing herself as skeptical about the impact of the conference, and for that reason introduced herself as a reluctant participant. She came, however, for one clear reason: to send a message that the dying in Rwanda is not over yet. Over half of the surviving women who were raped during the massacres are now dying of AIDS, while their rapists at the Arusha prison are getting treatment care of the United Nations. This exceptional speaker came with one demand and she pledged to repeat it throughout the conference: Do not forget the survivors. Send medication now.

Amidst the provocative thoughts, sensitive debates and informed questions at the conference, this message stayed with me, uncomplicated and uncompromising.

Don't take my word for it. Please see Esther Mujawayo's 2004 speech to the board-members of the ICC's Trust Fund for Victims. <http://www.icc-cpi.int/press/video.html>

As the Human Rights Working Group on HIV-AIDS and Public Health mentioned in their article last week, Canada did not make a pledge to the *Global Fund to Fight AIDS, Tuberculosis and Malaria* at the recent replenishment meeting. Furthermore, in 2003 Canada passed legislation to allow the export of generic drugs to countries that don't have the capacity to manufacture their own. Not one pill has

yet left the country. Canada can respond to Ms. Mujawayo's demand by making this legislation work and getting drugs to people who need them.

To get involved go to www.hrwg.mcgill.ca

Reflections of Dustin Milligan
HRWG
www.hrwg.mcgill.ca

On Saturday afternoon, I attended a session titled *Inducing the Will to Act: Humanitarian Intervention and the Responsibility to Protect Against Genocide*. One of the panelists was Dr. Michael Ignatieff. He brought forth a point that I have been grappling with for some time. He stated that the genocidal project offers a utopia to certain societies, to eliminate an enemy and to build a more homogenous nation. He argued that we must serve as a model for a competing utopia, based on a multicultural and tolerant society. Fighting genocide, he said, starts here – we are the alternative.

There is no doubt that Canada still faces a large dilemma of ridding itself of the curse of 'otherness' – the current discourse on 'reasonable accommodation' is only one such example. There is also no doubt that we are all witnesses to acts of intolerance within this competing utopia, no matter how small these acts may appear. As a witness to the curse of otherness, I suggest we ask ourselves how these acts of intolerance would surface if we were not living in a society where we are provided with a privileged standard of living, a

legal system that deters discriminatory behaviour, and a community that shuns intolerance? How would the intolerance towards our First Nations, homosexuals or immigrants, present itself if that person with an intolerant tendency were living in a society with a scarcity of resources, where the rule of law was limited, and the social repercussions for the prejudicial behaviour were minimal?

The day prior, I attended a session titled *Public Initiative: The Role of Civil Society*. After leaving, I was a little disappointed. While the session presented the role of public officials in the discourse on the elimination of genocide, I left without understanding the role of the average citizen. Perhaps, as Ignatieff points out, the role of civil society is to present a competing model. In doing so, it is essential that we keep the gravest of wrongs in mind when we are witnesses to even minor acts of prejudice. Even though we live in a society where acts of intolerance will not likely result in mass-scale violations, we must not turn our heads to the seeds of genocide. Ridding ourselves of the curse of otherness will not "remove the stain of genocide from what we call civilization"¹, nor will it absolve our responsibility to others who do not have the same advantages – nonetheless, it is the least we can do. ■

1 Spoken by Sir Shridath Ramphal, former Secretary-General of the British Commonwealth, at the Opening Ceremonies.

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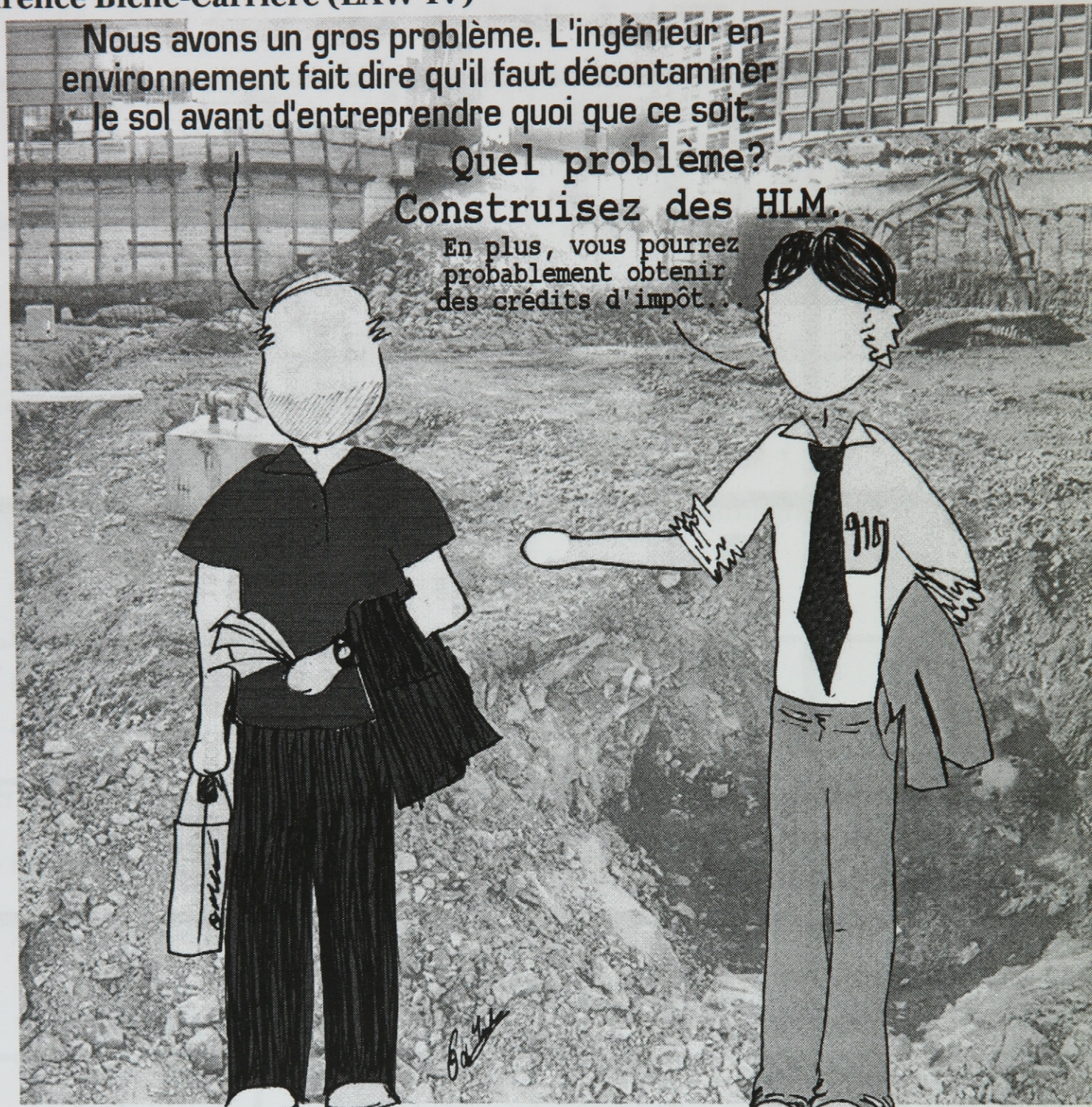
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Daily SuDoku: Mon 15-Oct-2007

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Édification

par Laurence Biche-Carrière (LAW IV)



L'ENFER EST PAVÉ DE BONNES INTERPRÉTATION

par Laurence Biche-Carrière (LAW IV)



NEW EVENTS HOSTED BY THE CAREER DEVELOPMENT OFFICE THIS FALL

by Ali Martin-Mayer, Director of the CDO and Andrea Hwang, New Programs Developer

The Career Development Office is pleased to be hosting three new events this fall that may be of interest to you.

Pursuant to student consultations and the passing of the student referendum allowing an increase in fees paid to the CDO, we have been able to hire a part-time employee to develop and organise a number of new programs, which will provide a wider spectrum of information on different legal opportunities. We hope that many of you will find our new upcoming events useful.

The first event will be our first-ever Graduate Studies and Academic Career Day on Wednesday October 17, 2007 from 11:45am-3:30pm.

This day will consist of four sessions:

- Information kiosks with over a dozen Canadian graduate studies programs participating: Université de Montréal, HEC Montréal, Université de Sherbrooke, Université Laval, UQAM, École nationale d'administration publique, McGill University, Osgoode Hall, Queens University, the University of Western Ontario, University of Ottawa, University of Alberta, University of Saskatchewan, University of British Columbia, and the University of Victoria.

- A panel on pursuing graduate studies made up of which young professors of the Faculty will tell all.

- A panel on academic careers made up of seasoned

professors who will share their insights.

- A workshop on funding for graduate studies by the Graduate Studies and Postdoctoral Office

For all of you wondering about the notarial profession, the second event will be an Information Session with the Chambre des notaires du Québec on Wednesday October 31, 2007 from 12:30-2:00pm. At this event, there will be a panel of notaries who will discuss the notary program as well as their particular practices. Several McGill law alumni will be attending.

The next event is directed at students searching for funding for an internship next

summer. On November 21, 2007 from 12:30-2:00pm,

we will be hosting a workshop on how to secure funding for summer internships. The CDO will do a presentation on potential funding sources and ideas for students who will be going on unpaid or underpaid internships. Students who have secured funding in the past will also share testimonials.

We hope to see all of you at these events. For more detailed information, please check Career Link at www.mcgill.ca/cdo. Be sure to check out new events in the Winter semester as well.

McGill Centre for
Human Rights
and Legal Pluralism



Centre sur les droits de la
personne et le pluralisme
juridique de McGill

OPPORTUNITÉS DE STAGES EN DROIT DE LA PERSONNE POUR L'ÉTÉ 2008

SUMMER 2008 HUMAN RIGHTS INTERNSHIP OPPORTUNITIES

If you are interested in gaining valuable experience in the field of human rights, come meet us on October 22 2007 to learn more about the internship opportunities offered by the Center for Human Rights and Legal Pluralism (CHRLP).

Chaque année, le Centre sur les droits de la personne et le pluralisme juridique offre plusieurs stages en droits de la personne aux étudiants/es de droit de McGill. Les étudiants/es sélectionnés/ées auront l'opportunité de travailler avec des organisations de droits de la personne et des tribunaux au niveau national ou international et recevront des crédits pour leur travail.

To learn more about the CHRLP's internship program visit our website at www.mcgill.ca/humanrights.

9:30-10:30, 22nd October - Room 200, Faculty of Law, McGill University, 3644



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